

ABSTRACT

Competition in the private banking sector requires the company to move quickly and improve its competitiveness in order to achieve satisfactory financial performance. Earning per share is a ratio that measures the financial performance and can be seen from the point of view of company and investors. Earning per share ratio only describe the results of a financial process by management. Board diversity manage the Intellectual Capital and improve an Earning Per Share.

This study aimed to analyzed the influence of factors considered to an increase in EPS include Intellectual Capital, Gender Diversity, Age Diversity, and Tenure Diversity. The literature reviews which is used in this study are stakeholder theory, resource based theory, intangible assets, intellectual capital, agency theory, board of directors, board diversity, gender diversity, age diversity, tenure diversity, resource dependent theory, financial company performance, and earning per share ratio.

The population in this study is the private banking industry conventional listed on the Indonesian Stock Exchange the period 2011 to 2014. The sample selection technique is purposive sampling and acquire 24 banks that were included with the period of 4 years in order to get 96 samples were observed. Methods of data analysis in this study is panel data regression using software eviews 8.0.

The results showed that the Intellectual Capital, Gender Diversity, Age Diversity, and Tenure Diversity silmutaneously significant effect on Earning Per Share. Partially Gender Diversity and Age Diversity does not affect the Earning Per Share. Intellectual Capital and Tenure Diversity significantly influence with the positive direction of the Earning Per Share.

Based on the result of this study, to increase Earning Per Share, companies are advised to be able to maximize the potential of human capital possessed in creating value added by providing training programs to improve employee performance. In addition, tenure diversity should be maximized to make the turn of the board members on a regular basis.

Keywords : Intellectual Capital, Diversity, Company Performance